

11 January 2000

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Elimination of Requirement to Interview CP-18 Executive Development Program (EDP) Graduates

1. This memorandum is to eliminate the requirement to interview CP-18 Executive Development Program Graduates on CP-18 referral lists. Currently, activities are required to offer interviews to CP-18 EDP Graduates who are referred to key GS-15 positions.
2. As indicated in the EDP Announcement, special consideration means that the Functional Chief's Representative (FCR) will review a selecting official's justification to select other than a referred EDP Graduate. To address subsequent concerns that referred EDP Graduates were not uniformly being considered, the CP-18 Functional Chief signed a memorandum on 2 January 1996 requiring selecting officials to offer interviews to graduates who appear on a referral list for a key GS-15 position. Two things now drive us to eliminate this requirement.
3. First, the USACE Corporate Recruitment and Selection Policy, implemented in March 1997, established a board selection process that includes a requirement to conduct leadership and personal interviews. This has served to offer a fair and equitable opportunity for all candidates to be considered corporately based on their qualifications for the position. With this process, there is no longer the concern that EDP Graduates do not get fair consideration in the selection process.
4. Second, on 31 December 1999, the CP-18 Central Referral Office was discontinued. Referral lists will be issued by the Civilian Personnel Operations Centers (CPOC), who will not be in a position to identify or monitor EDP Graduate referral status. Without this central issuance of lists and the ability to ensure that EDP Graduates are identified, we must eliminate the requirement to provide interviews based on EDP Graduate status.
5. The FCR for CP-18 will continue to review selection recommendations for all GS-15 CP-18 positions, as required by the Army Affirmative Action Policy. During this review process the FCR will ensure that referred CP-18 EDP Graduates receive the special consideration promised. It is imperative that each CP-18 EDP Graduate clearly document on future job applications the functional area in which EDP Graduate status was conferred. This will enable the FCR to ensure appropriate consideration has been given.

CEHR-C

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6. If you have any questions or concerns about the elimination of this requirement, you may contact Mrs. Louise Crowell, CP-18 Executive Secretary at 202-761-0826.

/RUSSELL L. FUHRMAN/
MG, USA
DEPUTY COMMANDER

JOE N. BALLARD
Lieutenant General, USA
Commanding

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